
UGANDA ASSOCIATION FOR THE MENTALLY HANDICAPPED/ INCLUSION UGANDA

ORGANISATIONAL STRATEGIC PLAN 2025 - 2029

Slogan - Strengthening inclusion and participation of persons with intellectual disabilities in society

Vision - Increased recognition and meaningful participation of persons with intellectual disabilities in society for self-reliance

Mission - Empowering persons with intellectual disabilities and their care givers by improving research and advocacy, strengthening support structures and systems, and enhancing access to services and livelihood opportunities

Core values

Empathy and love

Equity and respect

Professional and competitive

Transparency and integrity

Over the next five years, 2025 – 2029, the Uganda Association of the Mentally Handicapped/Inclusion Uganda will pursue the following Strategic Areas of Focus (SAF):

SAF 1: ENHANCE SOCIAL INCLUSION AND INTERACTION OF PERSONS WITH INTELLECTUAL DISABILITIES

Strategic Outcome

Persons with intellectual disabilities accepted in society and interacting effectively at home and in their local communities irrespective of the degree of disability.

Key areas of intervention

1. Develop a workable community awareness and sensitisation strategy and Information, Education and Communication (IEC) materials.
2. Engage with families of PWIDs, through PSGs and other appropriate means, so that they are able to accept and stimulate the affected members.
3. Enhance partnership with local communities, through community dialogues and other creative means, to promote acceptance and support to PWIDs
4. Strategically engage with the media to portray a positive image of PWIDs in the communities and among policy makers and implementers.

SAF 2: INCREASE ACCESS TO ESSENTIAL SERVICES BY PERSONS WITH INTELLECTUAL DISABILITIES.

Strategic Outcome

Increased numbers of PWIDs receiving adequate specialised health and rehabilitation, as well as, social protection and educational services.

Strategic areas of intervention

1. Strengthen early identification of children with intellectual disabilities so that they can receive effective health, rehabilitation and stimulation.

2. Engage with service institutions to support them to improve knowledge, attitudes and skills; systems and procedures.
3. Train and empower parents and caregivers so that they are able to support PWIDs to access appropriate services.
4. Build synergies or networks with different CBR structures in the communities to ensure continued access to essential services by PWIDs.

SAF 3: ENHANCE EMPLOYMENT & LIVELIHOOD OPPORTUNITIES FOR PERSONS WITH INTELLECTUAL DISABILITIES

Strategic Outcomes:

Empowered persons with intellectual disabilities who are meaningfully participating in productive activities and achieving sustainable livelihoods.

Strategic areas of intervention

1. Educate persons with intellectual disabilities and their caregivers and provide them with information about opportunities for economic empowerment
2. Support the process of establishing Self Help Groups (SHGs) of PWID and their caregivers to enable them carry out economic activities.
3. Facilitate the establishment of inclusive saving and loan schemes within the communities to enhance access to credit for PWIDs.
4. Support skills and enterprise training for persons with intellectual disabilities and their caregivers.
5. Facilitate establishment of home-based income generating projects and enterprises by for purposes of economic inclusion.
6. Build the capacity of persons with intellectual disabilities and support them to access employment opportunities.

SAF 4: IMPROVED POLICY ADVOCACY FOR INCLUSION OF PERSONS WITH INTELLECTUAL DISABILITIES

Strategic outcomes:

1. Intellectual disability recognised as a marginalised disability that requires particular attention and action.

2. Empowered persons with intellectual disabilities who understand their rights and are confident and competent enough to demand for them.
3. Increased numbers of persons with intellectual disabilities and their caregivers included & meaningfully participating in decision making and political processes and benefiting from inclusive services and programmes.

Strategic areas of interventions

1. Conduct and strengthen action research and documentation of processes and results.
2. Promote research in specific areas of intellectual disability, including prevention and management, in collaboration with credible research institutions.
3. Facilitate formation of self-help groups of persons with intellectual disabilities and caregivers and train them about rights skills in policy advocacy.
4. Develop a policy advocacy strategy and establish a policy advocacy network with allies and supporters to give PWID a bigger voice.

SAF 5: INSTITUTIONAL DEVELOPMENT FOR INCLUSION UGANDA

Strategic Outcomes:

1. Internal capacity of Inclusion Uganda strengthened to effectively undertake all its management operations and programme activities at all levels.
2. Strategic partnerships effectively established and managed with relevant stakeholders to enable Inclusion Uganda achieve and sustain its mission.

Strategic Interventions

1. Develop and strengthen governance & management structures, systems & procedures.
2. Train and build capacity of Inclusion Uganda leadership at national and lower levels.
3. Develop and operationalize a sustainable fundraising resource mobilization strategy.

4. Develop a clear partnership management policy to guide engagement and collaboration with partners.
5. Strengthen the participatory programming and planning and performance assessment strategy.

The implementation of the strategic plan will be done within the existing governance, management systems and structures of Inclusion Uganda. The plan will be implemented using a process approach so that throughout its life care will be taken to assess its impact on the target community so that lessons can be learnt to improve performance on an ongoing basis.